

# Maryland



## *Voice of the Chesapeake*

Volume 18

Issue 1

January/February 2007

### Think Spring!

Welcome to another issue of our great newsletter, "The Voice of the Chesapeake." We welcome our new members and our returning members. Denise Carey does a wonderful job putting this newsletter together. If any of you would like to submit an article, please contact Denise. You will see her contact information at the back of this issue.

We have had some snow, ice, sleet, rain, super cold temperatures and now we are all ready for Spring. I hope that everyone has made it through the winter with as little difficulty as possible and know you are looking forward to more daylight as each day passes.



Spring is the time of year we all feel renewed and full of energy. We have new opportunities on our jobs, at home and with our organization, IAWP, Maryland Chapter. The light is shining brighter this year. We have more members than we have

had for a couple years. And, we are planning better programs for your participation in 2007.

Our Spring Institute is scheduled for May 3<sup>rd</sup>. Mark your calendars. The agenda is looking fantastic. Be excited!

If you know people who may want join our organization, please talk to them or let Alexis Allenback know. Alexis can be e-mailed at ([aallenback@dllr.state.md.us](mailto:aallenback@dllr.state.md.us)) or call her at 301-600-2199. If you don't choose to do the sales pitch, Alexis would love to share the joys of IAWP membership with them. She is our membership chair and would welcome your help in building the membership further this year. Again, you will find her contact information at the back of this issue.

To those of you who have already volunteered to help with IAWP, expect to hear from us for your assistance with the Spring Institute. When you are involved, the organization has more meaning and interest.

Enjoy the forthcoming Spring and make your plans for May 3<sup>rd</sup>.  
Suzette Snyder, President

### **WELCOME, SECRETARY PEREZ**

The Maryland Chapter, International Association of Workforce Professionals welcomes Mr. Thomas E. Perez as our new Secretary of Labor, Licensing and Regulation for the State of Maryland.

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#### **INSIDE THIS ISSUE**

- ❖ Welcome to Thomas Perez, the New Secretary for DLLR
- ❖ The Menare Foundation
- ❖ New Addition to IAWP Library – "Crucial Confrontations"
- ❖ DLLR's Offenders Initiative

Welcome, Secretary Perez (continued from page 1)

Mr. Perez, a former Montgomery County Council president and attorney in the federal departments of Justice and Health and Human Services during the Clinton administration, said he was drawn to the post because of the secretary's ability to help working families.

Mr. Perez is a graduate of Brown University, Harvard Law School and the John F. Kennedy School of Government. He began his career as an entry-level attorney in the United States Department of Justice's Civil rights division and rose through the ranks to become Assistant Attorney-General for Civil Rights. During the last two years of the Clinton administration, he was Director of Civil Rights at the Department of Health and Human Services leading a 225-person agency with a \$28 million budget.

After resigning his position with the change in administration, he became an Adjunct Professor of Law and Director of the Clinical Law programs at the University of Maryland School of Law.

He was elected to the Montgomery County Council on November 5, 2002 and served as Council President from December 7, 2004 through December 6, 2005.

In the community, Mr. Perez was President of the Board of Directors of Casa Maryland, Maryland's largest community-based organization serving and empowering the low-income Latino community. He served as technical advisor to the Washington Business Group on Health and to the County's Latino Health Initiative.

A first generation Dominican-American and a native of Buffalo, N.Y., Mr. Perez and his wife, Ann Marie, who works as a public interest lawyer, live in Takoma Park, MD with their children, Amalia, Susana and Rafael.

Submitted by Robert Pelletier, Immediate Past President  
Sources: Montgomery County Maryland Government and the Baltimore Sun

## Crucial Confrontations

### *A Book Review*

The IAWP library has a new book: *Crucial Confrontations: Tools for Resolving Broken Promises, Violated Expectations, and Bad Behavior* by Kerry Patterson, Joseph Grenny, Ron McMillan, and Al Switzler.

If you've ever had a co-worker, employee, teenager, or spouse that drove you nuts, you need to read this book. Most problems that you have with people are worsened because you either avoid them until you explode or you do a lousy job confronting the person and make things worse. The authors of this book lead you step by step through the process of

- evaluating problems,
- setting the right tone for a conversation about the problem,
- describing the gap between what you expected and what actually happened,
- helping others want to do the right thing,
- creating a plan of action, and
- deciding what to do when the conversation starts to go downhill.

One of the best parts of the book is the chapter called "The Twelve Buts - How to Deal with the Truly Ugly." It covers specific scenarios like confronting your boss, dealing with a co-worker who is breaking the rules, getting a spouse to actually talk about problems, talking to an employee whose work is marginal, and getting beyond nagging your children.

The authors also have an internet site with a free on-line newsletter at [www.crucialconfrontations.com](http://www.crucialconfrontations.com). The newsletter contains an archive of letters they've received asking for help with specific problems. Is your spouse's spending out of control? Check the archive and get advice on how to have an effective conversation about it. Problems with your child's teacher? Check the archive. Tired of dealing with someone's childish behavior at work. Check the archive.

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This book is a great read for both supervisors and employees. If you are interested in borrowing it, or borrowing any book in the IAWP library, contact Shanon Wolf at 301-393-8253.

Submitted by Shanon Wolf, Labor Exchange Administrator, Washington County One-Stop Job Center

## **The Menare Foundation - Update**

The Spring 2006 Educational Institute featured guest speaker Tony Cohen, founder and Executive Director of the Menare Foundation, a national non-profit organization dedicated to the documentation, preservation, and restoration of Underground Railroad safe-houses and environments. The audience reaction was strong. Attendees wanted more information about the "Immersion Experience" described by Mr. Cohen.

The Menare Foundation has been working towards creating a living-history experience around the story of slavery and the Underground Railroad at their farm in Germantown, MD. The two-day pilot workshop for the Underground Railroad Immersion Experience titled "*The Bridge*" took place on November 18 & 19, 2006 in Germantown and Sunshine, MD. Participants were transported back in time to experience the journey from slavery to freedom. The Underground Railroad Immersion Experience was first conceived in 1997 when Menare Foundation founder Anthony Cohen trained Oprah Winfrey for her role as Seth in the film *Beloved*. Oprah was blindfolded and dropped onto a Maryland plantation, to be transported to the time of slavery. There she lived and worked as a slave before escaping on a virtual Underground Railroad, an experience that inspired her to alter forever the course of her change-your-life TV show.

Now transformed into a two-day experiential workshop set on an 1850s Maryland plantation, "*The Bridge*" leads participants on a sensory journey through the past, focused on creative discernment, group collaboration and confronting inner limitations. At the heart of "*The Bridge*," participants face what enslaves

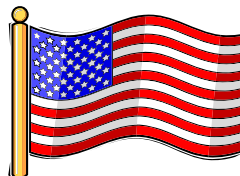
them through the redemptive story of slavery and freedom.

"*The Bridge*" pilot workshop ran from the morning of November 18 through the evening of November 19<sup>th</sup>. The charitable donation of \$195.00 per person covers the Immersion Experience, workshops, meals and overnight accommodations. This program is designed for adult men and women age 18 and over regardless of race, ethnic background or orientation.

The Menare Foundation has been successful through supports that come from organizations and individuals like IAWP. Therefore, Tony Cohen would like to show his appreciation for any IAWP member by offering a discounted rate on individuals or group workshop(s) to take part in this unique experience. For further information, please contact Tony Cohen at 202-345-3376 or [menarelectures@aol.com](mailto:menarelectures@aol.com). Or get on their mailing list by sending an email:

[MenareFoundation@aol.com](mailto:MenareFoundation@aol.com).

Submitted by Dawn Le, International Chair



### **Veteran Update**

The Women's Veteran Forum was founded in 2001 to identify and address issues related to the experiences of women who have served in the United States Armed Forces. The group meets monthly and has become involved in several noteworthy projects.

The elections of officers for 2007 are Zella Brown, President, Lynnette Horton, Vice-President and Anita Thompson, Secretary.

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## **State of Maryland Womens Veteran Forum**

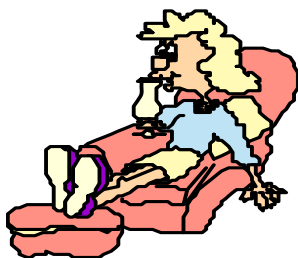
The Baltimore Veterans Administration (VA) Hospital is one of the Forum's Outreach Partners. All Forum members are part of the VA Hospital Advisory Board: Anita Thompson, Charlotte Morman, Denise Jefferson, Lynnette Horton, Cordia McArthur, Phyllis Jones, LaShaunda Smith and Zella Brown.

The VA Hospital Advisory Board meeting was held on February 9, 2007 in Baltimore. The Forum was invited to participate in the Post Deployment Health Reassessment Program (PDHRA) on February 11, 2007. The goal of this program is to identify deployment related issues that may arise in the 3-6 months after soldiers return from Iraq and Afghanistan.

The Forum has worked with Veterans Health and Benefits providers to provide information and assistance to approximately 100 reservists. The Department of Defense has re-emphasized its commitment to service members with the launch of this new health program. It is the Forum's honor to be invited to participate in this new initiative created to assist in safeguarding the well being of men and women in uniform.

Submitted by Zella Brown, President of the State of Maryland Women Veteran Forum and IAWP Veterans Chair

### Retiree's Corner



## **TO IAWP MEMBERS AND RETIREES: GREETINGS FROM NORTH CAROLINA**

It seems almost unbelievable that I have been retired for three years. During my goodbye remarks at my retirement celebration, I shared with the attendees my **FIVE TOP PLANS FOR RETIREMENT** and they were in ascending order of priority: **Plan #5- Relax, Plan # 4-Take up Gardening, Plan #3 -Continue my**

**membership in IAWP, Plan #2- Perform Volunteer Work and Plan #1-Travel.** I feel truly blessed by my experiences over the past three years and I will bring you up date on what I have been doing by discussing each of the plans.

Plan #5 - involved relaxing which included the renewing of old friendships. I renewed friendships with two former coworkers: Lois Wysinger and Louise Fitts. My time for relaxation, although well-needed, was short lived. I became involved with several volunteer activities and I also worked as a substitute teacher for elementary schools in Baltimore County from the fall of 2005 through 2006.

Plan #4 - involved gardening. I did not take any formal courses in gardening. However, I spent many pleasurable hours with my mom and my sister landscaping my property. The staff at Loews and Home Depot helped to make my gardening experience a success.

Plan #3 - I continued my membership in IAWP. However, I did not get the opportunity to attend any of the educational institutes. Fortunately, I continued to receive the IAWP Newsletter, "*Voice of the Chesapeake.*" The Newsletter has been a wonderful resource keeping me up to date with employment and training issues. The Newsletter also helped me to stay connected to many of you.

Plan #2 - Performing volunteer work is how I spent most of my time when I was not in North Carolina. I joined a different place of worship, the New Antioch Baptist Church of Randallstown, where I served as an Assistant 4<sup>th</sup> Grade Math Tutor for two years and served as the 4th Grade Math Tutor before I moved. I also enrolled in and completed Lay Encouragers Leadership Development Classes Level I and II and the first semester of Level III. I plan to complete the series this spring. I also served as Assistant Director for one summer and then  
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Retiree's Corner (continued from page 4)

Director for two summers for Camp Font-Tastic, a camp sponsored by my Sorority, Alpha Kappa Alpha Sorority Inc, Rho Xi Omega Chapter. The camp was held at Morgan State University for the month of July and provided the following for Middle School Students: Math, Computer Literacy and Financial Literacy-(which of course included career exploration). The campers also participated in recreational activities, field trips, discussions on teen issues, arts-n-crafts, etc. When I became the Director, I was responsible for planning the camp's programs and activities with my advisory group, ensuring that the health department rules and regulations were followed, and supervising the teachers, counselors and volunteers. Thank goodness for the information I received from the Job Service administrative staff concerning budget development and tracking and how to use various computer programs-including Excel and PowerPoint. Using this information simplified the management of the camp and the delivery of the programs.

Plan #1-Traveling, Traveling, Traveling-My daughter, Dionne, and I traveled to Hawaii in April of 2004. We had a wonderful time visiting Honolulu and Maui. One of the most memorable moments was when we visited a public beach next to our resort on Maui. We met a wonderful family with 7 children who lived on Maui. They not only warmly welcomed us to Maui but also shared their Easter Sunday dinner with us. The dinner was delicious. In November of this same year my grandson Derrick was born. I have traveled quite frequently to NC since then often spending weeks at a time. I spent so much time in NC that my daughter's friends thought I lived there. Needless to say, in December, 2006 I took a step of faith, sold my house and relocated to Hope Mills (near Fayetteville), NC to be closer to Dionne and Derrick.

As you can see I have been blessed to have accomplished each of my plans since retiring. Although I did not foresee relocating from the beautiful State of Maryland to the beautiful State of North Carolina, I know that I am following the purpose and plan that God has for my life. I have connected to a place of worship,

Cumberland Christian Center Church, and have enrolled in two courses, Real Estate Investing and the Entrepreneurial Academy, within the Small Business Center at Robeson Community College this spring. I will keep you posted with regards to where this takes me.

P.S. My new email address is [pmhall2006@nc.rr.com](mailto:pmhall2006@nc.rr.com). I am looking forward to hearing from you.

Submitted by Paulette Hall, Retiree

## **Membership 2007 “The Association for Everyone”**

Why should **you** be a member of the International Association of Workforce Professionals?

Who is a Workforce Development Professional? It is everyone who is in any way working on a daily basis providing services to help people get back to work, get a better job, file for and obtain unemployment insurance benefits, recruit new employees for a company, human resources personnel, private and government sectors. **Everyone!**

The International Associations of Workforce Development Professionals brings together some of the best professional minds in the business each year, to bring everyone up to date with the trends in the workforce and changes in Federal, State, and Local Laws that may effect the workforce down the road.

Being a member of the International Association of Workforce Professionals shows that you are committed to your profession by keeping up to date on the latest information and trends in the workforce. The association has other benefits such as conferences and institutes, scholarship and grants, professional development programs, leadership opportunities, legislative representation, communication with a bi-monthly  
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newspaper, auto insurance discounts, car rental special rates, low-cost group health insurance plans, discount long term care insurance, and airline travel discounts.

Talk to all your friends, both public and private, about being a member today. For information about membership please visit our website at [www.iawpmaryland.org](http://www.iawpmaryland.org).

Submitted by Alexis Allenback, Membership Chair

## DLLR's Offender Initiative

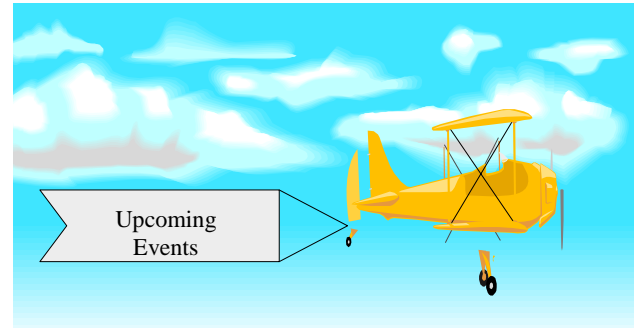
Several years ago the Governor's Workforce Investment Board identified ten focus areas to improve Workforce Development in Maryland. DLLR's Division of Workforce Development has taken a major step in support of one of these focus areas, to "design a strategy to expand support for transitioning ex-offenders into the Maryland workforce." Several years in the making, DLLR's *Offender Initiative* became a reality when Constance Parker came on board as the project's coordinator in January. The *Initiative*, a partnership between DLLR and the Department of Public Safety and Correctional Services (DPSCS), was created to increase employment opportunities for previously incarcerated individuals and to provide qualified, well-trained employees to local businesses, by forming effective partnerships, increasing skills training opportunities within the correctional system, and coordinating discharge plans with existing services and programs within the community.

Through coordination among DLLR, DPSCS, the One-Stop system, community resources, and businesses, the *Initiative* is designed to help soon-to-be released incarcerated individuals make a smoother transition from incarceration to gainful and meaningful employment. The Initiative will identify ways to minimize barriers to employment and to provide opportunities for occupational licensure, professional certification and apprenticeship training "behind the fence."

Two case managers for the *Initiative* will be placed in Baltimore City and Baltimore County,

the two jurisdictions with the largest numbers of offenders reentering the community.

Submitted by Sue Gallagher, Awards Chair



- 58<sup>th</sup> Annual IAWP Spring Professional Development Conference  
"Taking Chart of Your Destiny in a Changing World"  
April 13-14, 2007  
The Virginia Training Center  
Lynchburg, VA
- MD Chapter IAWP Spring Institute  
May 3, 2007  
Annapolis, MD (near Crownsville)
- IAWP 94<sup>th</sup> International Educational Conference  
June 3-7, 2007  
Boise, Idaho



**FYI**

**He's Leaving: John "Jack" Stano** is retiring. Jack has held the position of Veteran Chair for the MD Chapter IAWP. He was a DVOP in the Anne Arundel County One-Stop Career Center. A retirement event is pending.

**Happy Anniversary, MD Chapter IAWP**  
Did you know that the MD Chapter has been in existence for 65 years? The Chapter was chartered January 1, 1942.

Maryland IAWP Executive Board

Suzette Snyder, President

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Alexis Allenback, President Elect - Membership Chair

([aallenback@dllr.state.md.us](mailto:aallenback@dllr.state.md.us))

Nancy Fink, 1<sup>st</sup> Vice President - Education Chair

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Susan Gallagher, Awards Chair

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Zella Brown, Veterans Chair

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Dawn Le, International Chair

([dawn.le@in2-solutions.com](mailto:dawn.le@in2-solutions.com))

Sharon Mike, International Educational Development Committee Chair

([smike@dllr.state.md.us](mailto:smike@dllr.state.md.us))

*Voice of the Chesapeake* is the newsletter of the Maryland Chapter of International Association of Workforce Professionals (IAWP).

Denise Carey edits *Voice of the Chesapeake*. Articles should be submitted by the 15<sup>th</sup> of the month to Denise Carey, *Voice of the Chesapeake* Editor, DLLR, Anne Arundel One-Stop Career Center, 7480 Baltimore-Annapolis Boulevard, Suite 100, Glen Burnie, MD 21061 or [dcarey@dllr.state.md.us](mailto:dcarey@dllr.state.md.us).

Maryland IAWP website - [www.iawpmaryland.org](http://www.iawpmaryland.org)